



Bowman Group, LLC Diversity, Equity, and Inclusion Plan

Bowman Group is committed to diversity, equity, and inclusion initiatives at all levels of the organization. We recognize that our employees offer different perspectives, which help us operate more efficiently and exemplify the D.M. Bowman, Inc. motto, "We Carry Through". Our Diversity Plan is designed to help us reach our goals of meeting the needs of our employees and our business initiatives. Our intent is to provide a culture where our employees feel empowered to provide ideas to help us grow and succeed.

Diversity, Equity, and Inclusion Policy

Bowman Group, LLC is committed to fostering and preserving a culture of diversity, equity, and inclusion. Our employees are our most valuable asset. The Company recognizes that individual differences, life experiences, knowledge, self-expression, and individual capabilities represent a significant part of not only our culture, but our reputation and ultimately, our success.

We encourage our employees' differences to build an environment that includes respectful communication and cooperation between all employees. We encourage teamwork and employee participation recognizing that promoting, understanding, and respecting views is critical for a diverse and inclusive culture.

The Company's diversity initiatives are pertinent to our practices and policies on recruitment and selection, compensation and benefits, professional development and training, promotions, transfers, social and recreational programs, layoffs, terminations, and the ongoing development of a work environment built on the premise of gender and diversity equity that encourages and enforces:

- Respectful communication and cooperation between all employees.
- Teamwork and employee participation, permitting the representation of all groups and employee perspectives.
- Work/life balance through flexible work schedules to accommodate employees' varying needs.
- Employer and employee contributions to the communities we serve to promote a greater understanding and respect for diversity.

All employees of Bowman Group have a responsibility to always treat others with dignity and respect. Employees are expected to exhibit conduct that reflects inclusion during work, at work functions, and at all company sponsored events.

Any employees who experience or witnesses inappropriate conduct or behavior should seek assistance from their manager or a member of the Human Resource team.



Diversity and Inclusion Initiatives- Our Mission Statement

Bowman Group recognizes that our employees offer different perspectives to help us operate more efficiently and to exemplify the values of Bowman Group. Diversity, equity, and inclusion initiatives help us attract, retain, and grow our employees to not only be essential to our customers but essential to our business. Diversity, equity, and inclusion are not in our blind spot. Diversity, equity, and inclusion are part of our culture to recognize alternative ways to meet the needs of our employees and our business.

- Diversity Policy
- Diverse Ads featuring range of women and minorities in ad copy
- Ads utilizing/promoting EEO Employer
- Veteran Trucks
- Women in Trucking
- Social Media Ads inclusive of diverse employees
- Floating Holiday provided to answer need for specific diverse holidays
- Diversity and Inclusion added to list of annual training initiatives (2021)
- DEI training
- Company Foundation donating to various diverse organizations